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Business Managers Perspective on A-76 Process

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CA Lessons Learned Workshop

Harnessing the Power of Technology for the Warfighter

A-76 Background

- One A-76 Study – (Transportation)
  - 112 FTE
  - Stayed In-house
  - 20 Months in Operation
- One Streamlined A-76- (Preservation & Packing)
  - 20 FTE
  - Stayed In-house
  - 2 Months in Operation

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Transportation Study Discuss

- MEO covered Recurring work only
- PWS included FFP & IQ categories
- PWS utilized historical occurrence data where pos
- Robust Performance & Service Tracking Process fo
- Monthly Internal Audits

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Transportation Study Lessons Le

- Develop and get consensus on Strategy early
- Thoroughly document all assumptions in developin
- Involve at least 2 individuals in IHCE development
- PDs approved by HR before IHCE completion

Preservation & Packing (P&P) Study Discussion

- B&PR essentially defined the MEO staffing levels
- B&PR identified inflated wage scales in many positions
- Significant natural attrition occurred after the B&PR study

  Enabled replacement with lower graded personnel
- MEO in place for Streamlined Study

  Enabled job classification changes

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P&P Study Lessons Learned

- Information weak on Conducting Streamlined Study
- A-76 Advocates resistant to endorsing Streamlining
- Information requests and justifications significant
- Need strong & proactive hdqtrs (NAVSEA/NSWC) s
- Develop a mentor arrangement with another activit

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Business Manager Perspecti

- Study Strategies are Business Strategies ! ! ! ! !
  * Must involve those charged with business responsibilities
  * Must be consistent with overall business strategy

- PWS needs to be driven by customer requirements
  * Functional org tends to maintain status quo (i.e. we have alwa
  * Must be developed outside functional org under study
  * Must have frequent monitoring & oversight from a business p
  * Study management must be outside the area under study
  * Use consultants as much as possible